

OCC Special Meeting Minutes November 25, 2020

Attendance:

Mayra Cruz (Principal)	Hilary Benson (At Large)
Scott Dafflitto (Chair)	Elizabeth Ruiz (At Large)
Kevin Kurzendoerfer (Treasurer)	Eva Mazier (Teacher Rep)
Catherine Depret (Fundraising Chair)	Veronica McKillop (Teacher Rep)
Catrin Morris (Calendar & Community Chair)	Lauren Peña (Teacher Rep)
Francisco Serrano (Room Parent Coordinator)	Matilde Sarmiento (Teacher Rep)
Jessica D'Amico (Information & Process Chair)	Emma Arons (parent, K & 2 nd)
Purnima Boominathan (Educational Investment Director / LSAT Liaison)	Lauren Mauro
Monique Worrell (At Large - Community Events)	Elizabeth Vaquera
Mark Bromley (Family Engagement)	Zaneta Han (Director, Strategy & Logistics)

Opening & Campus Word (Chair and Principal)

- Call to order & declaration of quorum
- Special meeting called to consider 3 budget proposals for OCC emergency/bridge funding

Proposal 1 (Principal)

- Due to a faculty member's medical absence first grade has an immediate need for an aide; 25-30% of affected parents have identified this as a significant challenge with distance learning.
- DCPS can provide a long-term sub but that person is not available until January; OA has a vetted OCA counselor who can fill in until the DCPS sub can take over.
- OA is requesting \$2400 to fund this position for 4 weeks.
- Voting: Proposal 1 moved & seconded; **Proposal 1 Approved.**

Proposal 2 (Principal)

- Leaders of school clubs are normally paid by DCPS with extra duty pay. This is about \$319 per club per semester; or \$3190 per semester for OA's 10 clubs.
- In late August DCPS advised OA that they would continue extra duty pay; 2 weeks ago DCPS rescinded extra duty pay and will not pay for school clubs starting from the beginning of the school year.
- Principal & Director Han have figured out Term 1 payment through the Administrative Premium; that has taken almost 50% of the AP. They can cover the rest this way but that would require clubs to end early; through the AP they can fund through Jan 27.
- OA is requesting \$3190 for 10 clubs comprising about 100 students, for Semester 2.
- Principal identified Homework Club and the Ellington Art Portfolio Club as two clubs whose members would be adversely affected by moving to a self-funded model.
- Fundraising Chair suggested tabling the proposal and rewriting it to consider which clubs could be self-funded vs. which clubs require school funding to protect student equity.
- Voting: Tabling Proposal 2 moved & seconded; **Proposal 2 Tabled.**

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Proposal 3 (Director Han, Principal)

- Finding substitute teachers for distance learning has been next to impossible: Most DCPS approved substitutes are not familiar with distance learning apps or able to manage virtual classrooms.
- During distance learning instructional aides have been pressed into service as substitute teachers and they should be fairly compensated for taking on this additional responsibility.
- DCPS pays substitute teachers but will not provide additional compensation for aides already in OA's budget.
- Additional pay for aides serving as substitutes would have been about \$500 for Term 1; OA is requesting \$3500 to cover Terms 1-4 in order to be able to fairly compensate any aide asked to take on additional instructional work.
- Treasurer asked whether this would be setting a precedent for any other employees going "above and beyond" and incur a risk for the school: Director Han & Principal emphasized that instructional aides are the only employees for whom this would apply; there are no other employees at the school other than teachers who would be asked to step up in this way; Chair stated that only instructional aides would be eligible for supplemental funding under this proposal. Similar funds for teachers would need to be considered under a separate proposal.
- Voting: Proposal 3 moved & seconded; **Proposal 3 Approved.**

Treasurer's Note

- Treasurer clarified that funding for any of these 3 proposals would be net additions to the budget.



OYSTER-ADAMS BILINGUAL SCHOOL

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SY20-21 OCC Budget Proposal Requests

Long-Term Sub Support

Partner teachers (instructional aides) provide critical support for students, families and teachers in our bilingual programming. In a virtual setting, they reduce teacher to student ratio, increase levels of feedback and help with virtual norms for the lead teacher. Due to health issues, we have an A/B classrooms in first grade without this additional support. OA administration has secured a long term sub to begin to provide support (DCPS substitute allocation), but this person is not available until after Term 2. We also have a candidate vetted but we are still waiting for the current employee to be approved for FMLA in order to make an offer. We anticipate this may take several weeks. We propose that the OCC allocate budget support to hire our vetted candidate (would still go through DCPS clearance as a volunteer, as the candidate is a current OCA counselor) in order to provide immediate virtual instructional support upon return from Thanksgiving. **We anticipate having to pay the candidate at the substitute pay of \$120 dollars a day, for 4 weeks (\$2,400 total). Vetted candidate will be paid as a contractor through a W9, similar to OCC compensated tutors.**

Club Payments

Due to budget constraints, DCPS cancelled extra-duty pay for student facing virtual clubs, however, they are proving to be a necessary and effective intervention for students. These clubs are critical for providing engagement opportunities for students that need extra social support, especially in a virtual learning environment. These clubs include:

- "Black Girls Rock" affinity group
- HER girl empowerment group
- Homework help for middle school students who have increased babysitting duties at home
- Baking Club as stress relief
- Reading clubs for students reading below grade level
- Art portfolio club for 8th graders who need help getting their virtual portfolio ready for audition for Duke Ellington High school

For term 1, OA admin decided to use our admin premium to pay these club sponsors, but we've already committed 50% of our funding, so will not be able to provide any virtual club programming for students past January 27th. We usually pay \$319 per semester per club. **We propose to be able to host 10 virtual clubs in Term 3 and Term 4 and would need \$3,190 allocated to this need.**

Additional Compensation for Instructional Aides

During a typical school year, Oyster-Adams is able to secure substitute teachers to support instruction, when either a teacher or instructional aide is out. These substitute teachers are paid through the DCPS Central Office. Given the transition to virtual learning, securing a substitute teacher has become more challenging as many are unfamiliar with the online platforms, uncomfortable with using technology to deliver virtual instruction, and, therefore, unwilling to take on these roles. At Oyster-Adams, we are fortunate to provide a teacher and an instructional aide in every classroom in PK4-Grade 3 and grade-level instructional aides in grades 4-8. This affords us the ability to reduce the student-to-teacher ratio



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and provide more focused support through small group learning. When an instructional aide is out, the teacher must provide the full extent of instruction to students, which they are qualified and capable to do. However, when a teacher is out, the instructional aide now must assume the full responsibilities of a teacher, which goes above and beyond their role. Given the dedication of our instructional aides to our students and the dual-language curriculum we provide, they do not hesitate to step into this role to ensure a seamless continuation of online learning. We believe this is an additional responsibility for which they should be compensated. An additional \$50 for each time an instructional aide takes on this responsibility would equate to an average increase in their daily rate of about 33%, depending on their current hourly wage. For term 1, at this rate, the cost of additional compensation for instructional aides would be \$500. Given the challenge we are facing this school year to secure DCPS-funded substitute teachers to provide virtual instruction, **we are requesting the OCC board to consider setting aside \$3500 to provide additional compensation to instructional aides who take on the role of the classroom teacher for the 2020-2021 school year.**